ANTI-SEXUAL HARASSMENT POLICY

Birjhora Kanya Mahavidyalaya, Bongaigaon

As per the guideline of UGC and the Supreme Court, an Anti-Sexual Harassment Committee has been established by Birjhora Kanya Mahavidyalaya, Bongaigaon to prevent sexual assault , rape and other related crimes on girl students. The committee is formed to provide a free atmosphere to the girl students of the college free from sexual harassment. The cell meets the following objectives :

I. Formulate norms and guidelines for a policy against sexual harassment.
II. To develop principles and procedures for prevention sexual harassment cases in the institution.
III. To prepare a detailed plan of action, both short and long term.
IV. To provide an environment free of gender based discrimination.
V. The Cell provides information regarding counseling and support services in the college.
VI. To work out details for the implementation of the policy.
VII. To ensure equal access of all facilities and participation in activities of the college.
VIII. Organise awareness programmes and campaigns for the benefit of students and staff of the college on sexual harassment.

DEFINATION :

Sexual Harassment means an unwanted Harassment means an unwanted conduct with sexual undertones if it occurs or which is persistent and which demeans, humiliates or creates a hostile an intimidating environment or is calculated to induce submissions by actual or threatened adverse consequences and includes any one or more or all of the following unwelcome acts or behavior (whether directly or by implication) namely :

- Demand or request of sexual favours.
- Making sexually coloured remarks.
- Showing pornography.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature.

JURISDICTION :

Anti-Sexual Harassment Cell assures all the complaints of the students , teaching and non-teaching staffs are treated with dignity and respect. The rules and regulations outlined in this policy shall be applicable to all complaints of sexual harassment made :

- By a member of the institution against any other member of the same institution, if the harassment is alleged to have taken place within or outside the campus.
- By a member of the college against an outside or by an outsider against a member of the college if the sexual harassment is alleged to have taken place within the campus.

FALSE REPORTING :

Intentionally making a false report or providing false information is grounds for indiscipline.

FUNCTIONS :

The committee will organize awareness programmes and campaigns for the benefit of all members of the college on sexual harassment and gender based discrimination. Meetings with the students and staff members shall be organized to create awareness and to ensure a healthy environment on the campus. The committee decided to organize a self defence training programme for students. Students shall be aware about the guidelines of Supreme Court.

Members of Anti-Sexual Harassment Committee :

Sl. No.	Name and Designation of member
1	Kanika Kalita (Co-ordinator), Assistant Professor
2	Dr. Kalapana Kalita Das, Assistant Professor
3	Ganesh Barman, Assistant Professor
4	Banita Ray, Assistant Professor
5	General Secretary, B.K.M.S.U.

Kanika Kalita
Coordinator of Anti-Sexual Harassment Cell
Coordinator
Anti Sexual Harasment Committee
Birjhora Kanya Mahavidyalaya,
Bongaigaon

Principal
Birjhora Kanya Mahavidyalaya
Bongaigaon
I/c Principal
Birjhora Kanaya Mahavidyalaya
Bongaigaon